

**MONTANA
PREVAILING WAGES RATES FOR NONCONSTRUCTION SERVICES 2010**

Effective: February 12, 2010

**Brian Schweitzer, Governor
State of Montana**

**Keith Kelly, Commissioner
Department of Labor & Industry**

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates visit ERD at www.mtwagehourbopa.com or contact them at

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The Labor Standards Bureau welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in an accessible format, on request, in compliance with the Americans with Disabilities Act.

MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of 18-2-401, et seq., Montana Code Annotated. It is required that each employer pay, as a minimum, the rate of wages, including fringe benefits, travel allowance and per diem applicable to the district in which the work is being performed, as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the Internet at www.mtwagehourbopa.com or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and payment of prevailing wages. For detailed compliance information relating to Public Works projects and payment of prevailing wage rates, please consult the regulations on the internet at www.mtwagehourbopa.com or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

**KEITH KELLY
Commissioner
Department of Labor and Industry
State of Montana**

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A. Date of Publication – February 12, 2010

B. Definition of Nonconstruction Services Occupations

Section 18-2-401 (9)(a)-(9)(l) of the Montana Code Annotated, defines “nonconstruction services” as “work performed by an individual, not including management, office, or clerical work, for:

- (a) the maintenance of publicly owned buildings and facilities, including public highways, roads, streets, and alleys;
- (b) custodial or security services for publicly owned buildings and facilities;
- (c) grounds maintenance for publicly owned property;
- (d) the operation of public drinking water supply, waste collection, and waste disposal systems;
- (e) law enforcement, including janitors and prison guards;
- (f) fire protection;
- (g) public or school transportation driving;
- (h) nursing, nurse’s aid services, and medical laboratory technician services;
- (i) material and mail handling;
- (j) food service and cooking;
- (k) motor vehicle and construction equipment repair and servicing; and
- (l) appliance and office machine repair and servicing.”

C. Definition of Public Works Projects

The Montana Code Annotated (18-2-401 (11)(a)) defines “public works contract” as “a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of \$25,000...”

D. Prevailing Wage Schedule

This publication covers only Nonconstruction Service occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rates schedules for Heavy, Highway, and Building Construction occupations can be found on the Internet at www.mtwagehourbopa.com or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

E. Rates to use for Projects

Rates to be used on a public works projects are those that are in effect at the time the project and bid specifications are advertised.

F. Fringe Benefits

Section 18-2-412 of the Montana Code Annotated states:

“(1) To fulfill the obligation...a contractor or subcontractor may:

(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;

(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the U. S. department of labor; or

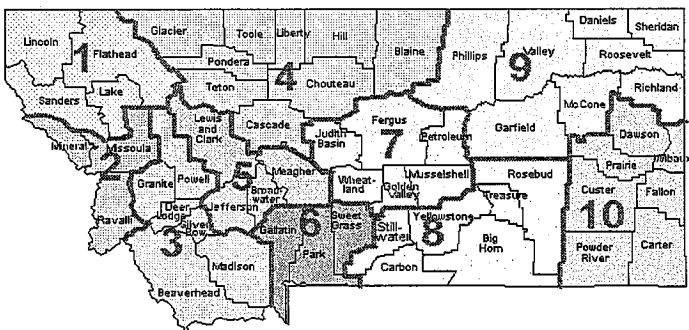
(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits and travel allowances, applicable to the district for the particular type of work being performed.

(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the U. S. department of labor.”

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

G. Prevailing Wage Districts

Montana counties are aggregated into 10 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:



H. Computing Travel Benefits

Travel pay, for the purposes of public works projects, shall be determined by measuring the road miles (one way) over the shortest practical maintained route from *the county courthouse of the designated city for each district or the employee's home, whichever is closer, to the center of the job*. Each city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

District 1 - Kalispell: includes Flathead, Lake, Lincoln, and Sanders Counties

District 2 - Missoula: includes Mineral, Missoula, and Ravalli Counties

District 3 - Butte: includes Beaverhead, Deer Lodge, Granite, Madison, Powell, and Silver Bow Counties

District 4 - Great Falls: includes Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton, and Toole Counties

District 5 - Helena: includes Broadwater, Jefferson, Lewis and Clark, and Meagher Counties

District 6 - Bozeman: includes Gallatin, Park, and Sweet Grass Counties

District 7 - Lewistown: includes Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum, and Wheatland Counties

District 8 - Billings: includes Big Horn, Carbon, Rosebud, Stillwater, Treasure, and Yellowstone Counties

District 9 - Glasgow: includes Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan, and Valley Counties

District 10 - Miles City: includes Carter, Custer, Dawson, Fallon, Prairie, Powder River, and Wibaux Counties

I. Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. However, apprentices not registered in approved federal or state apprenticeship programs will be paid the prevailing wage rate when working on a public works contract.

J. Posting Notice of Prevailing Wages

Section 18-2-406, Montana Code Annotated, provides that contractors, subcontractors, and employers who are *"performing work or providing nonconstruction services under public works contracts, as provided in this part, shall post in a prominent and accessible site on the project or staging area, not later than the first day of work, and continuing for the entire duration of the project, a legible statement of all wages and fringe benefits to be paid to the employees."*

K. Employment Preference

Sections 18-2-403 and 18-2-409, Montana Code Annotated, requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

L. Nonconstruction Services Occupations

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:

BASIN OPERATORS
BOILER OPERATORS
BUILDING INSPECTORS
ELEVATOR REPAIRERS
DITCH RIDERS
HIGHWAY MAINTENANCE WORKERS
JANITORS AND CLEANERS
STREET CLEANERS/SWEEPERS

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY:

CEMETERY WORKERS
FOREST AND CONSERVATION TECHNICIANS
FOREST AND CONSERVATION WORKERS
LANDSCAPING AND GROUNDSKEEPING WORKERS
PEST CONTROL WORKERS
PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS
TREE TRIMMERS AND PRUNERS

OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS:

- METER READERS
- PUMP STATION OPERATORS
- REFUSE AND RECYCLABLE COLLECTORS
- SANITARY LANDFILL OPERATORS/ATTENDANTS
- SEWAGE DISPOSAL WORKERS
- SEWER PIPE CLEANERS/REPAIRERS
- WASTEWATER TREATMENT PLANT ATTENDANTS
- WASTEWATER TREATMENT PLANT OPERATORS
- WATER TREATMENT PLANT OPERATORS

LAW ENFORCEMENT, INCLUDING JAILERS AND CORRECTIONAL OFFICERS:

- ANIMAL CONTROL OFFICERS
- BAILIFFS
- CORRECTION AND DETENTION OFFICERS
- DISPATCHERS
- PARKING ENFORCEMENT OFFICERS
- PROBATION OFFICERS
- SECURITY GUARDS (ARMED)
- SECURITY GUARDS (UNARMED)

FIRE PROTECTION:

- FIRE MARSHALLS
- FIREFIGHTERS

PUBLIC OR SCHOOL TRANSPORTATION DRIVING:

- BUS DRIVERS (SCHOOL)
- BUS DRIVERS
- TRUCK DRIVERS (LIGHT OR DELIVERY)
- VAN DRIVERS (SHUTTLE)

NURSING, MEDICAL, AND LABORATORY TECHNICIAN SERVICES:

- ADVANCED PRACTICE NURSES
- EMERGENCY MEDICAL TECHNICIANS
- HOME HEALTH AIDES
- LICENSED PRACTICAL NURSES
- MEDICAL LABORATORY TECHNICIANS
- MEDICAL LABORATORY TECHNOLOGISTS
- NURSES (COMMUNITY HEALTH)
- NURSES (OFFICE)
- NURSING AIDES, ORDERLIES, AND ATTENDANTS
- PHYSICIAN ASSISTANTS
- REGISTERED NURSES (GENERAL DUTY)

MATERIAL AND MAIL HANDLING:

- FREIGHT, STOCK, AND MATERIAL HANDLERS
- MAIL CARRIERS
- MAIL SORTERS, PROCESSORS

FOOD SERVICE:

COOKS, INSTITUTION OR CAFETERIA
COUNTER ATTENDANTS
DINING ROOM ATTENDANTS
FOOD PREPARATION WORKERS

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING:

AUTOMOTIVE MECHANICS
BUS AND TRUCK MECHANICS (DIESEL ENGINES)
CONSTRUCTION EQUIPMENT MECHANICS

MACHINE REPAIR AND SERVICING:

COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS
RADIO ENGINEER TECHNICIANS

WAGE RATES

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:

BASIN OPERATORS

No Rate Established

BOILER OPERATORS

	Wage	Benefit
District 1	\$18.25	\$5.91
District 2	\$16.07	\$5.28
District 3	\$15.74	\$5.05
District 4	\$17.72	\$4.10
District 5	\$16.17	\$5.54
District 6	\$16.60	\$6.44
District 7	\$16.23	\$5.31
District 8	\$16.07	\$4.32
District 9	\$16.32	\$4.21
District 10	\$15.37	\$6.31

BUILDING INSPECTORS

	Wage	Benefit
District 1	\$20.43	\$5.38
District 2	\$22.51	\$4.77
District 3	\$21.08	\$5.03
District 4	\$18.98	\$5.87
District 5	\$19.78	\$6.48
District 6	\$19.12	\$5.52
District 7	\$18.69	\$6.00
District 8	\$18.82	\$6.79
District 9	\$16.65	\$5.96
District 10	\$15.99	\$5.72

DITCH RIDERS

	Wage	Benefit
District 1	\$15.58	\$4.17
District 2	\$16.40	\$4.24
District 3	\$15.58	\$6.85
District 4	\$16.12	\$1.11
District 5	\$15.46	\$3.75
District 6	\$11.82	\$4.24
District 7	\$13.93	\$3.93
District 8	\$10.33	\$4.50
District 9	\$14.99	\$4.50
District 10	\$10.33	\$4.50

ELEVATOR REPAIRERS

	Wage	Benefit
District 1	\$42.91	\$21.89
District 2	\$42.91	\$21.89
District 3	\$42.91	\$21.89
District 4	\$42.91	\$21.89
District 5	\$42.91	\$21.89
District 6	\$42.91	\$21.89
District 7	\$42.91	\$21.89
District 8	\$42.91	\$21.89
District 9	\$42.91	\$21.89
District 10	\$42.91	\$21.89

Travel: (All Districts)

0-15 mi. free zone

16-25 mi. \$32.46

26-35 mi. \$64.91

35+ mi. actual travel time (at the prevailing wage rate) + \$0.63/mi.

Per Diem: (All Districts)

\$72.55/day

HIGHWAY MAINTENANCE WORKERS

	Wage	Benefit
District 1	\$17.83	\$7.58
District 2	\$20.08	\$5.78
District 3	\$17.85	\$5.67
District 4	\$16.06	\$8.42
District 5	\$18.91	\$4.31
District 6	\$20.89	\$8.46
District 7	\$17.01	\$5.28
District 8	\$17.15	\$3.22
District 9	\$15.74	\$3.67
District 10	\$15.90	\$5.10

Duties Include:

Patching pavement, repairing guard rails, clearing brush, and plowing snow. Maintains highways, municipal and rural roads, airport runways, and right-of-ways.

JANITORS AND CLEANERS

	Wage	Benefit
District 1	\$12.82	\$3.66
District 2	\$ 9.83	\$3.47
District 3	\$12.12	\$4.50
District 4	\$11.77	\$6.99
District 5	\$11.66	\$2.89
District 6	\$12.04	\$3.76
District 7	\$11.66	\$3.53
District 8	\$11.29	\$3.80
District 9	\$11.21	\$3.47
District 10	\$11.56	\$3.90

Duties Include:

Heavy cleaning, routine maintenance, tending boiler or furnace, and removing debris or snow from sidewalks.

STREET CLEANERS/SWEEPERS

	Wage	Benefit
District 1	\$16.13	\$4.34
District 2	\$15.91	\$4.85
District 3	\$17.61	\$4.18
District 4	\$16.32	\$4.58
District 5	\$20.49	\$4.31
District 6	\$14.00	\$5.00
District 7	\$17.27	\$5.07
District 8	\$15.69	\$5.37
District 9	\$15.39	\$4.59
District 10	\$15.23	\$4.68

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

CEMETERY WORKERS

	Wage	Benefit
District 1	\$11.67	\$3.95
District 2	\$14.02	\$4.21
District 3	\$ 8.83	\$2.07
District 4	\$12.22	\$4.04
District 5	\$13.03	\$5.16
District 6	\$12.58	\$4.61
District 7	\$12.80	\$4.67
District 8	\$11.50	\$3.71
District 9	\$11.81	\$3.33
District 10	\$12.51	\$2.77

FOREST CONSERVATION TECHNICIANS (Including Timber Markers)

No Rate Established

FOREST CONSERAVTION WORKERS (Including Tree Planters)

	Wage	Benefit
District 1	\$20.89	\$8.46
District 2	\$20.89	\$8.46
District 3	\$20.89	\$8.46
District 4	\$20.89	\$8.46
District 5	\$20.89	\$8.46
District 6	\$20.89	\$8.46
District 7	\$20.89	\$8.46
District 8	\$20.89	\$8.46
District 9	\$20.89	\$8.46
District 10	\$20.89	\$8.46

LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	\$13.74	\$3.00
District 2	\$13.22	\$4.88
District 3	\$ 8.13	\$3.84
District 4	\$13.00	\$6.88
District 5	\$10.79	\$3.17
District 6	\$12.99	\$3.17
District 7	\$10.80	\$4.08
District 8	\$11.74	\$4.52
District 9	\$11.99	\$4.91
District 10	\$11.88	\$4.30

PEST CONTROL WORKERS

	Wage	Benefit
District 1	\$10.88	\$3.21
District 2	\$11.89	\$3.21
District 3	\$12.60	\$3.21
District 4	\$ 9.17	\$3.21
District 5	\$11.12	\$3.21
District 6	\$16.50	\$4.64
District 7	\$12.61	\$4.02
District 8	\$13.23	\$2.00
District 9	\$11.60	\$2.00
District 10	\$13.17	\$2.00

PESTICIDE HANDLERS, SPRAYERS AND APPLICATORS

	Wage	Benefit
District 1	\$14.00	\$ 0.83
District 2	\$13.05	\$ 1.54
District 3	\$13.25	\$ 0.83
District 4	\$ 9.69	\$ 0.64
District 5	\$11.00	\$ 0.83
District 6	\$12.84	\$ 2.22
District 7	\$10.47	\$ 1.04
District 8	\$12.00	\$ 0.50
District 9	\$ 9.42	\$ 0.50
District 10	\$12.07	\$ 0.50

TREE TRIMMERS AND PRUNERS

	Wage	Benefit
District 1	\$21.30	\$6.95
District 2	\$21.30	\$7.45
District 3	\$21.30	\$7.45
District 4	\$21.30	\$7.45
District 5	\$21.30	\$7.45
District 6	\$21.30	\$7.45
District 7	\$21.30	\$7.45
District 8	\$21.30	\$7.45
District 9	\$21.30	\$7.45
District 10	\$21.30	\$7.45

Travel: (All Districts)

0-24 mi. free zone

25-50 mi. \$20.00

50+ mi. \$60.00

**OPERATION OF PUBLIC DRINKING WATER SUPPLY,
WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS**

METER READERS

	Wage	Benefit
District 1	\$15.00	\$5.21
District 2	\$14.30	\$5.30
District 3	\$15.24	\$6.71
District 4	\$14.24	\$5.15
District 5	\$14.69	\$5.46
District 6	\$15.46	\$6.22
District 7	\$14.67	\$5.48
District 8	\$14.90	\$5.63
District 9	\$14.33	\$5.03
District 10	\$14.50	\$4.93

PUMP STATION OPERATORS

	Wage	Benefit
District 1	\$15.41	\$4.45
District 2	\$15.53	\$4.45
District 3	\$15.72	\$4.54
District 4	\$15.48	\$4.45
District 5	\$15.20	\$3.43
District 6	\$15.19	\$4.45
District 7	\$15.82	\$4.74
District 8	\$15.58	\$4.45
District 9	\$15.23	\$4.45
District 10	\$15.23	\$4.45

REFUSE AND RECYCLABLE COLLECTORS

	Wage	Benefit
District 1	\$13.31	\$ 6.94
District 2	\$18.30	\$ 4.70
District 3	\$17.82	\$ 3.50
District 4	\$15.32	\$10.19
District 5	\$18.56	\$ 8.45
District 6	\$20.89	\$ 8.46
District 7	\$16.18	\$ 7.15
District 8	\$16.83	\$ 5.20
District 9	\$14.75	\$ 0.60
District 10	\$18.06	\$ 4.59

SANITARY LANDFILL OPERATORS/ATTENDANTS

	Wage	Benefit
District 1	\$14.05	\$5.82
District 2	\$24.00	\$5.25
District 3	\$15.63	\$5.42
District 4	\$12.31	\$5.13
District 5	\$17.65	\$4.69
District 6	\$17.86	\$6.51
District 7	\$15.15	\$4.89
District 8	\$11.43	\$3.22
District 9	\$12.68	\$3.22
District 10	\$15.06	\$3.22

SEWAGE DISPOSAL WORKERS

	Wage	Benefit
District 1	\$15.24	\$4.41
District 2	\$15.24	\$4.41
District 3	\$15.24	\$4.41
District 4	\$15.24	\$4.41
District 5	\$15.24	\$4.41
District 6	\$14.77	\$5.17
District 7	\$15.56	\$4.58
District 8	\$14.83	\$5.55
District 9	\$15.56	\$4.57
District 10	\$15.82	\$4.88

SEWER PIPE CLEANERS/REPAIRERS

	Wage	Benefit
District 1	\$18.16	\$7.36
District 2	\$17.36	\$6.64
District 3	\$19.02	\$7.75
District 4	\$18.94	\$6.78
District 5	\$18.90	\$8.46
District 6	\$20.89	\$8.46
District 7	\$19.30	\$8.46
District 8	\$20.89	\$8.46
District 9	\$17.72	\$6.65
District 10	\$15.83	\$8.46

WASTEWATER TREATMENT PLANT ATTENDANTS

	Wage	Benefit
District 1	\$19.19	\$4.65
District 2	\$20.36	\$5.23
District 3	\$18.88	\$4.67
District 4	\$19.19	\$4.37
District 5	\$18.73	\$4.34
District 6	\$17.23	\$4.70
District 7	\$17.95	\$4.68
District 8	\$14.03	\$5.55
District 9	\$16.31	\$5.25
District 10	\$14.03	\$5.55

WASTEWATER TREATMENT PLANT OPERATORS

	Wage	Benefit
District 1	\$18.62	\$6.71
District 2	\$20.36	\$5.23
District 3	\$14.48	\$6.06
District 4	\$17.43	\$4.49
District 5	\$19.69	\$4.44
District 6	\$20.89	\$8.46
District 7	\$18.48	\$5.42
District 8	\$17.80	\$4.95
District 9	\$16.98	\$4.65
District 10	\$16.62	\$4.85

WATER TREATMENT PLANT OPERATORS

	Wage	Benefit
District 1	\$17.27	\$6.40
District 2	\$16.75	\$6.40
District 3	\$18.65	\$5.77
District 4	\$16.11	\$6.10
District 5	\$20.29	\$4.29
District 6	\$20.89	\$8.46
District 7	\$17.83	\$5.89
District 8	\$18.51	\$6.49
District 9	\$16.34	\$6.10
District 10	\$16.94	\$5.25

**LAW ENFORCEMENT, INCLUDING JAILERS
AND CORRECTIONAL OFFICERS**

ANIMAL CONTROL OFFICERS

	Wage	Benefit
District 1	\$16.83	\$6.61
District 2	\$17.54	\$5.71
District 3	\$17.33	\$5.59
District 4	\$13.75	\$7.46
District 5	\$15.19	\$5.71
District 6	\$15.95	\$5.00
District 7	\$14.39	\$5.17
District 8	\$13.36	\$4.28
District 9	\$13.58	\$5.10
District 10	\$13.36	\$4.28

BAILIFFS

	Wage	Benefit
District 1	\$12.93	\$3.55
District 2	\$12.93	\$3.55
District 3	\$11.38	\$3.55
District 4	\$12.93	\$3.55
District 5	\$12.93	\$3.55
District 6	\$13.87	\$3.55
District 7	\$13.87	\$3.55
District 8	\$12.93	\$3.55
District 9	\$12.93	\$3.55
District 10	\$12.93	\$3.55

CORRECTIONAL AND DETENTION OFFICERS

	Wage	Benefit
District 1	\$17.43	\$6.97
District 2	\$15.56	\$4.90
District 3	\$15.42	\$3.44
District 4	\$15.11	\$3.22
District 5	\$14.68	\$3.45
District 6	\$17.25	\$5.71
District 7	\$15.34	\$3.98
District 8	\$15.22	\$3.35
District 9	\$12.25	\$3.78
District 10	\$15.19	\$3.63

DISPATCHERS

	Wage	Benefit
District 1	\$16.15	\$7.00
District 2	\$15.33	\$4.67
District 3	\$11.96	\$4.91
District 4	\$15.00	\$7.73
District 5	\$13.23	\$5.74
District 6	\$18.24	\$5.62
District 7	\$14.93	\$4.98
District 8	\$16.97	\$4.36
District 9	\$11.39	\$1.90
District 10	\$15.23	\$3.67

PARKING ENFORCEMENT OFFICERS

	Wage	Benefit
District 1	\$14.14	\$3.30
District 2	\$13.60	\$1.43
District 3	\$13.67	\$4.70
District 4	\$14.14	\$3.30
District 5	\$13.67	\$5.56
District 6	\$13.39	\$4.87
District 7	\$13.39	\$4.87
District 8	\$13.20	\$5.46
District 9	\$13.60	\$4.56
District 10	\$13.60	\$4.56

PROBATION OFFICERS

	Wage	Benefit
District 1	\$18.91	\$4.16
District 2	\$20.09	\$4.42
District 3	\$20.16	\$4.46
District 4	\$19.15	\$4.28
District 5	\$19.68	\$4.33
District 6	\$19.93	\$4.38
District 7	\$19.73	\$4.37
District 8	\$20.44	\$4.50
District 9	\$19.79	\$4.40
District 10	\$20.43	\$4.50

SECURITY GUARDS (Armed)

	Wage	Benefit
District 1	\$13.35	\$1.38
District 2	\$13.40	\$1.38
District 3	\$13.40	\$1.38
District 4	\$11.71	\$1.38
District 5	\$12.49	\$1.38
District 6	\$11.35	\$0.97
District 7	\$10.40	\$1.34
District 8	\$11.06	\$0.97
District 9	\$10.40	\$1.34
District 10	\$11.06	\$0.97

SECURITY GUARDS (Unarmed)

	Wage	Benefit
District 1	\$ 9.25	\$3.24
District 2	\$ 9.51	\$3.24
District 3	\$ 9.66	\$3.24
District 4	\$ 8.78	\$3.24
District 5	\$ 9.54	\$3.24
District 6	\$ 9.50	\$0.46
District 7	\$ 9.91	\$0.46
District 8	\$10.20	\$0.46
District 9	\$ 9.95	\$0.46
District 10	\$10.19	\$0.46

FIRE PROTECTION**FIRE MARSHALLS**

	Wage	Benefit
District 1	\$20.20	\$ 5.99
District 2	\$21.11	\$12.31
District 3	\$16.64	\$ 6.47
District 4	\$20.93	\$10.52
District 5	\$20.55	\$ 5.85
District 6	\$12.76	\$ 3.24
District 7	\$19.15	\$ 6.66
District 8	\$20.10	\$ 6.99
District 9	\$19.42	\$ 7.00
District 10	\$20.10	\$ 6.99

FIREFIGHTERS

	Wage	Benefit
District 1	\$29.13	\$8.81
District 2	\$29.66	\$8.91
District 3	\$29.66	\$8.91
District 4	\$29.66	\$8.91
District 5	\$29.46	\$8.98
District 6	\$29.66	\$8.91
District 7	\$29.66	\$8.91
District 8	\$29.66	\$8.91
District 9	\$29.66	\$8.91
District 10	\$29.66	\$8.91

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL)

	Wage	Benefit
District 1	\$15.13	\$4.15
District 2	\$14.95	\$3.85
District 3	\$13.77	\$3.72
District 4	\$11.82	\$4.32
District 5	\$13.01	\$3.33
District 6	\$16.39	\$5.93
District 7	\$13.21	\$2.13
District 8	\$14.50	\$3.70
District 9	\$13.35	\$3.68
District 10	\$14.39	\$3.76

BUS DRIVERS

	Wage	Benefit
District 1	\$13.95	\$5.58
District 2	\$13.95	\$5.58
District 3	\$13.76	\$4.67
District 4	\$13.54	\$7.20
District 5	\$13.50	\$3.83
District 6	\$12.14	\$4.36
District 7	\$14.41	\$4.57
District 8	\$16.71	\$4.64
District 9	\$12.00	\$4.72
District 10	\$15.60	\$4.64

TRUCK DRIVERS (Light or Delivery)

	Wage	Benefit
District 1	\$14.76	\$4.03
District 2	\$13.26	\$4.03
District 3	\$13.67	\$4.03
District 4	\$10.61	\$3.42
District 5	\$13.83	\$4.00
District 6	\$14.00	\$4.00
District 7	\$14.16	\$4.00
District 8	\$14.23	\$2.50
District 9	\$13.65	\$2.50
District 10	\$14.03	\$2.50

VAN DRIVERS (Shuttle)

	Wage	Benefit
District 1	\$10.24	\$2.44
District 2	\$10.32	\$2.78
District 3	\$ 9.25	\$3.51
District 4	\$11.50	\$2.44
District 5	\$10.01	\$2.44
District 6	\$ 9.25	\$3.17
District 7	\$ 9.65	\$2.78
District 8	\$ 8.00	\$2.89
District 9	\$ 9.80	\$3.76
District 10	\$ 9.50	\$3.76

NURSING, MEDICAL AND LABORATORY TECHNICIAN SERVICES**ADVANCED PRACTICE NURSES**

	Wage	Benefit
District 1	\$40.25	\$6.54
District 2	\$35.47	\$6.30
District 3	\$39.14	\$4.41
District 4	\$36.16	\$5.20
District 5	\$37.93	\$5.90
District 6	\$37.74	\$6.97
District 7	\$37.89	\$6.66
District 8	\$39.89	\$6.76
District 9	\$38.89	\$6.64
District 10	\$44.14	\$8.22

Occupations Include:

Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists, and Nurse Midwives.

EMERGENCY MEDICAL TECHNICIANS

	Wage	Benefit
District 1	\$14.53	\$ 4.13
District 2	\$11.85	\$ 5.08
District 3	\$13.66	\$ 5.62
District 4	\$14.37	\$ 3.81
District 5	\$15.82	\$ 4.13
District 6	\$16.70	\$10.47
District 7	\$15.01	\$ 9.88
District 8	\$17.72	\$10.47
District 9	\$13.41	\$10.47
District 10	\$11.02	\$10.47

HOME HEALTH AIDES

	Wage	Benefit
District 1	\$14.02	\$4.41
District 2	\$ 9.25	\$3.42
District 3	\$ 9.25	\$3.42
District 4	\$ 8.25	\$2.13
District 5	\$10.77	\$2.55
District 6	\$12.80	\$2.35
District 7	\$ 8.49	\$2.12
District 8	\$10.87	\$2.40
District 9	\$ 8.25	\$2.40
District 10	\$ 8.25	\$2.87

LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	\$16.71	\$4.00
District 2	\$16.62	\$4.74
District 3	\$16.40	\$4.93
District 4	\$17.69	\$4.84
District 5	\$16.54	\$4.03
District 6	\$17.66	\$4.83
District 7	\$15.58	\$4.18
District 8	\$17.28	\$3.40
District 9	\$17.88	\$3.07
District 10	\$17.56	\$4.82

MEDICAL LABORATORY TECHNICIANS

	Wage	Benefit
District 1	\$26.40	\$6.32
District 2	\$18.16	\$3.46
District 3	\$16.99	\$3.83
District 4	\$21.00	\$4.33
District 5	\$22.62	\$5.01
District 6	\$22.36	\$4.52
District 7	\$21.58	\$4.21
District 8	\$27.50	\$6.90
District 9	\$21.05	\$3.40
District 10	\$21.26	\$3.96

MEDICAL LABORATORY TECHNOLOGISTS

	Wage	Benefit
District 1	\$25.10	\$7.30
District 2	\$33.13	\$7.67
District 3	\$27.21	\$3.84
District 4	\$24.61	\$3.33
District 5	\$25.37	\$3.07
District 6	\$23.70	\$5.41
District 7	\$24.56	\$6.21
District 8	\$23.70	\$5.45
District 9	\$24.12	\$4.23
District 10	\$21.81	\$7.34

NURSES (COMMUNITY HEALTH)

	Wage	Benefit
District 1	\$20.72	\$5.61
District 2	\$22.60	\$5.61
District 3	\$21.92	\$6.03
District 4	\$18.84	\$6.88
District 5	\$21.36	\$6.23
District 6	\$21.45	\$6.33
District 7	\$20.35	\$5.99
District 8	\$20.82	\$5.44
District 9	\$19.53	\$5.01
District 10	\$20.93	\$5.01

NURSES (OFFICE)

	Wage	Benefit
District 1	\$18.52	\$3.60
District 2	\$19.30	\$5.67
District 3	\$18.61	\$4.60
District 4	\$24.45	\$2.55
District 5	\$17.17	\$5.97
District 6	\$19.69	\$3.64
District 7	\$16.15	\$3.00
District 8	\$24.00	\$3.00
District 9	\$22.17	\$7.14
District 10	\$19.80	\$6.22

NURSING AIDES, ORDERLIES, AND ATTENDANTS

	Wage	Benefit
District 1	\$10.86	\$2.97
District 2	\$10.15	\$3.64
District 3	\$11.28	\$3.76
District 4	\$10.40	\$3.16
District 5	\$11.13	\$2.83
District 6	\$11.61	\$3.28
District 7	\$10.52	\$3.67
District 8	\$10.84	\$4.39
District 9	\$10.52	\$2.63
District 10	\$11.52	\$3.51

Occupations Include:

Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

PHYSICIAN ASSISTANTS

	Wage	Benefit
District 1	\$39.33	\$11.17
District 2	\$32.70	\$ 9.22
District 3	\$36.47	\$ 5.60
District 4	\$40.57	\$ 4.93
District 5	\$39.92	\$ 7.37
District 6	\$45.21	\$ 8.06
District 7	\$40.90	\$ 6.24
District 8	\$41.59	\$ 8.90
District 9	\$40.10	\$ 6.91
District 10	\$43.62	\$14.58

REGISTERED NURSES (GENERAL DUTY)

	Wage	Benefit
District 1	\$24.86	\$6.51
District 2	\$25.86	\$5.31
District 3	\$25.76	\$5.45
District 4	\$24.54	\$6.47
District 5	\$21.40	\$4.80
District 6	\$24.21	\$4.40
District 7	\$24.90	\$6.05
District 8	\$25.59	\$7.73
District 9	\$25.00	\$3.72
District 10	\$24.82	\$7.65

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

	Wage	Benefit
District 1	\$ 9.97	\$3.10
District 2	\$10.63	\$3.58
District 3	\$11.53	\$3.43
District 4	\$10.05	\$2.90
District 5	\$12.00	\$2.97
District 6	\$13.10	\$4.22
District 7	\$11.17	\$3.02
District 8	\$12.60	\$3.34
District 9	\$10.26	\$3.00
District 10	\$10.39	\$3.80

MAIL CARRIERS

	Wage	Benefit
District 1	\$12.25	\$1.09
District 2	\$12.25	\$1.09
District 3	\$12.25	\$1.09
District 4	\$12.25	\$1.09
District 5	\$12.25	\$1.09
District 6	\$12.25	\$1.09
District 7	\$12.25	\$1.09
District 8	\$12.25	\$1.09
District 9	\$12.25	\$1.09
District 10	\$12.25	\$1.09

MAIL SORTERS/PROCESSORS

	Wage	Benefit
District 1	\$12.90	\$2.88
District 2	\$12.90	\$2.88
District 3	\$14.98	\$4.95
District 4	\$15.00	\$4.91
District 5	\$15.49	\$4.95
District 6	\$14.19	\$3.35
District 7	\$13.39	\$3.58
District 8	\$13.39	\$3.58
District 9	\$15.00	\$4.91
District 10	\$15.00	\$4.91

FOOD SERVICE**COOKS, INSTITUTION OR CAFETERIA**

	Wage	Benefit
District 1	\$10.99	\$3.40
District 2	\$11.30	\$3.98
District 3	\$10.73	\$4.09
District 4	\$10.87	\$3.03
District 5	\$ 9.99	\$3.75
District 6	\$11.57	\$2.93
District 7	\$10.57	\$3.75
District 8	\$11.32	\$4.09
District 9	\$10.58	\$2.92
District 10	\$11.00	\$3.57

COUNTER ATTENDANTS

	Wage	Benefit
District 1	\$ 9.57	\$4.53
District 2	\$ 8.56	\$4.44
District 3	\$ 6.90	\$3.68
District 4	\$ 7.25	\$1.55
District 5	\$10.82	\$2.71
District 6	\$ 9.13	\$3.03
District 7	\$ 8.64	\$2.11
District 8	\$ 8.47	\$2.58
District 9	\$10.73	\$1.55
District 10	\$ 9.52	\$3.13

DINING ROOM ATTENDANTS

	Wage	Benefit
District 1	\$ 9.46	\$2.35
District 2	\$ 9.50	\$3.00
District 3	\$10.07	\$2.35
District 4	\$ 8.79	\$2.84
District 5	\$ 8.30	\$1.75
District 6	\$ 8.33	\$2.80
District 7	\$ 9.71	\$4.44
District 8	\$ 8.07	\$2.68
District 9	\$ 7.00	\$3.05
District 10	\$ 8.21	\$2.57

FOOD PREPARATION WORKERS

	Wage	Benefit
District 1	\$11.78	\$5.13
District 2	\$ 9.55	\$4.80
District 3	\$ 8.76	\$2.71
District 4	\$11.22	\$4.05
District 5	\$10.77	\$4.57
District 6	\$10.14	\$4.22
District 7	\$ 9.54	\$2.13
District 8	\$ 8.70	\$2.47
District 9	\$ 7.96	\$1.72
District 10	\$ 9.08	\$3.00

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE MECHANICS

	Wage	Benefit
District 1	\$18.52	\$3.24
District 2	\$18.44	\$2.87
District 3	\$15.52	\$1.25
District 4	\$15.88	\$4.23
District 5	\$18.37	\$3.47
District 6	\$19.00	\$3.04
District 7	\$17.75	\$3.74
District 8	\$20.44	\$4.14
District 9	\$17.64	\$3.15
District 10	\$16.50	\$3.92

BUS & TRUCK MECHANICS (DIESEL ENGINE)

	Wage	Benefit
District 1	\$18.93	\$3.34
District 2	\$18.86	\$5.25
District 3	\$19.06	\$3.77
District 4	\$17.84	\$5.65
District 5	\$18.32	\$4.22
District 6	\$19.65	\$2.89
District 7	\$16.19	\$5.04
District 8	\$16.16	\$2.46
District 9	\$18.29	\$3.86
District 10	\$16.79	\$5.32

CONSTRUCTION EQUIPMENT MECHANICS

	Wage	Benefit
District 1	\$20.56	\$8.22
District 2	\$20.72	\$4.75
District 3	\$22.52	\$6.59
District 4	\$20.56	\$8.22
District 5	\$22.63	\$7.31
District 6	\$20.68	\$7.25
District 7	\$20.66	\$7.24
District 8	\$21.12	\$7.26
District 9	\$22.07	\$6.55
District 10	\$22.07	\$6.55

MACHINE REPAIR AND SERVICING

COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

	Wage	Benefit
District 1	\$16.52	\$6.06
District 2	\$16.72	\$6.06
District 3	\$15.80	\$6.68
District 4	\$16.52	\$6.06
District 5	\$17.82	\$6.64
District 6	\$17.50	\$6.06
District 7	\$17.97	\$6.06
District 8	\$17.50	\$6.06
District 9	\$16.52	\$6.06
District 10	\$16.52	\$6.06

RADIO ENGINEER TECHNICIANS

No Rate Established